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JUL 09 2005**SERIAL NO. 09/895,893**
DATE: July 9, 2005DATE: July 9, 2005Number of Pages to Follow (including this cover sheet) 5

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Docket No. AUS920010233US1 Serial No. 09/895,893 Atty: LAV / JVL

Applicant: Calderaro, et al.

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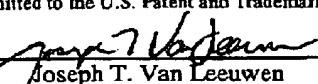
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7/9/05

Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Integrated Management of Personnel Planning Factors

Enclosed are:

- Information Disclosure Statement;
- Modified form 1449 listing 5 references;
- copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- This IDS is being filed pursuant to CFR § 1.197(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. A duplicate copy of this sheet is enclosed.
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- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
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Joseph T. Van Leeuwen	Date

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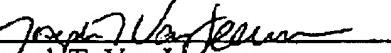
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Respectfully submitted,

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IBM DOCKET NO. AUS920010233US1
DATE: July 9, 2005

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:
Calderaro, et. al.
Serial No.: 09/895,893
Filed: June 29, 2001
Title: System and Method for Integrated Management of Personnel Planning Factors

: Group Art Unit: 2163
: Intellectual Property Law Department
: International Business
: Machines Corporation
: Intellectual Property Law Dept.
: 11400 Burnet Road
: Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
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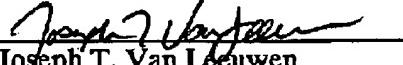
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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01 FE:1806 180.00 DA
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01 FC:1806 180.00 CR

Page 1 of 1

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In Place of FORM PTO-1449 (Modified)

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**Serial No. 09/895,893Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2163Atty. Docket No. AUS920010233US1**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
AA	6,338,042	01-2002	Paizis, James N.	705/11	
AB	6,741,993	05-2004	Zitaner et al.	707/10	
AC	6,754,874	06-2004	Richman, Ira S.	715/507	
AD	5,819,231	10-1998	Tremaine, John L.	705/7	
AE	6,269,355	07-2001	Grimse et al.	706/46	
AF					
AG					
AH					
AI					
AJ					
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FOREIGN PATENT DOCUMENTS

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation <u>Yes</u> <u>No</u>
AM					
AN					
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OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

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